



# AN INSIDER'S GUIDE TO ATTRACTING, EDUCATING AND RETAINING TOP TALENT

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**What can be better than insider experience and expertise? Don't miss your chance at this year's CBAA 2019, 9- 11 July, Calgary, AB!**

**Ian Ross, Director of HR for Flying Colours will be participating in the panel *An Insider's Guide to Attracting, Educating and Retaining Top Talent* at 10.30am on July 10th to share know-how, and offer up suggestions on how to attract and retain talent in the Canadian business aviation sector. With a workforce of more than 300 located at its Peterborough, ON. facility Ross has had extensive practical experience in recruiting, training and retaining its diverse specialised team.**

**As the privately owned, family run company celebrates its 30th anniversary it continues ambitious expansion plans which rely on further developing its team of technical experts. It began 2019 announcing the construction of its largest hangar yet which will accommodate aircraft up to executive airliner size for maintenance and interiors work. A second dedicated aircraft paint shop, and expanded design suites for customer meetings will complement the expansive facility. Construction is well underway with a summer-end inauguration expected and recruitment for 100 new roles already in process.**

“The majority of our team are Canadian citizens and we continue to build strong networks for recruitment purposes. We are also working with local schools and colleges to encourage students to consider a career in aviation,” said Ross. “However, it is a very competitive market as the next generation of workers are attracted by high-tech and digital industries. Thinking laterally is an essential part of recruitment strategy in the current climate.”

If you want to meet Flying Colours at CBAA - make sure you find Booth 200- showcasing full range of services across a range of aircraft types including Bombardier, Dassault, Embraer, Gulfstream, Hawker and Textron models. As an Authorized Service Facility and Completions Center for Bombardier the team is experiencing unprecedented demand for refurbishment and completion projects. ADS B-Out capabilities will also be on show as the mandatory deadline draws close. It will also highlight its special mission capabilities, most recently exemplified by its collaboration with Canadian company Conair Group Inc., as it modifies six production Q400MR aircraft to support multi-purpose missions.

Ross says, “We are pleased to represent the best of Canada locally at CBAA and to share our recruitment experiences and learn from others in this challenging recruitment environment. As we continue to expand and eye further geographical opportunities, we need to continuously source the best colleagues possible to not only support us, but the business aviation sector in general.”

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